

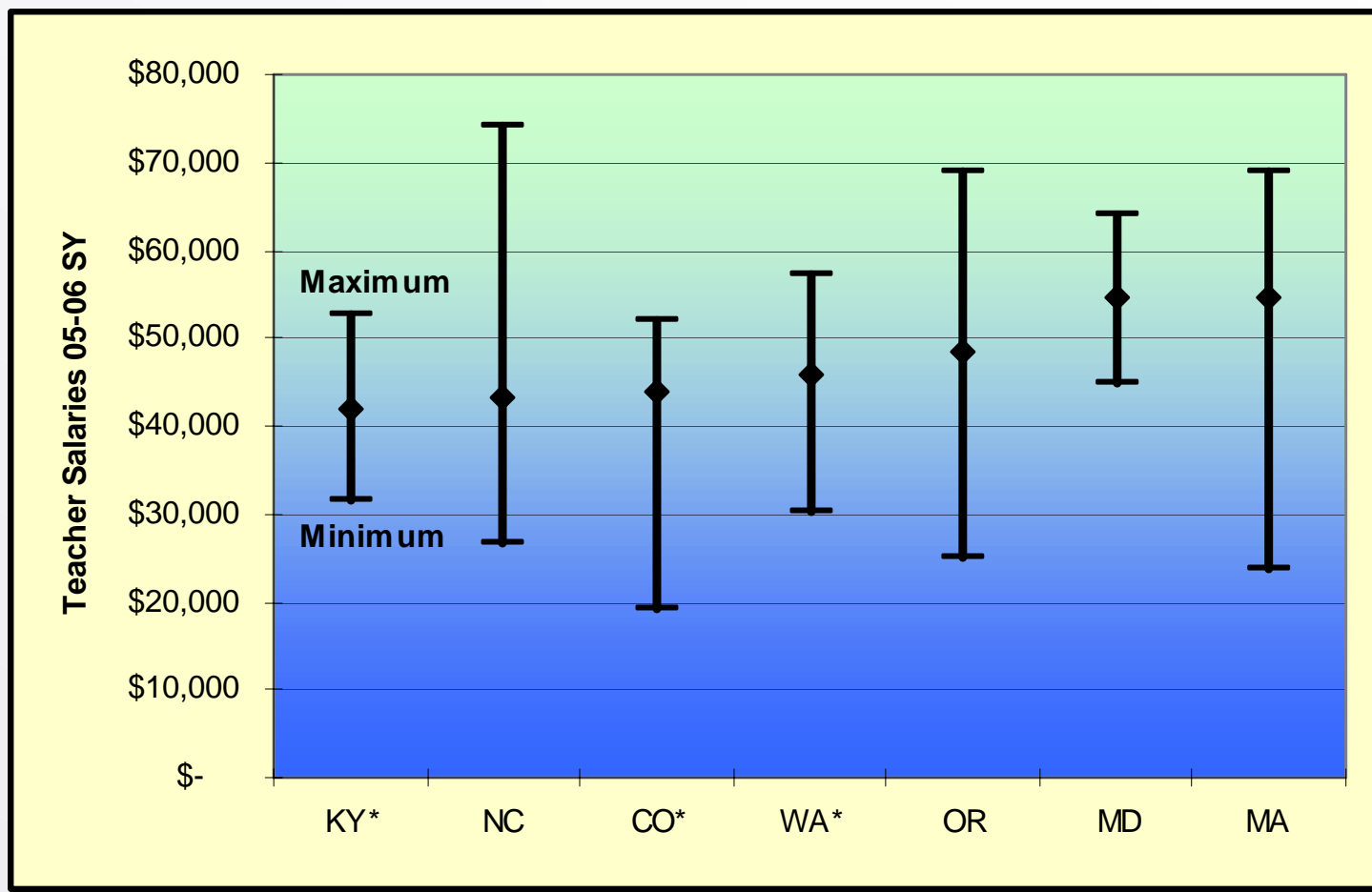
# Six State Review: Compensation

Presentation to the K-12 Advisory  
Committee

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# Compensation Ranges by State



\* Kentucky, Colorado, & Washington data from SY 2004-05.

# State Compensation Structures

Category	Colorado (Denver & Douglas County)	Kentucky	Oregon	Maryland	Massachusetts	North Carolina	Washington
State Allocation Salary Structure						X	X
Wage Premiums	X			X		X	
National Board Certification	X	X		X		X	X
Other Knowledge and Skill- Based	X						
Bonus Pay for Student Performance	X					X	
Mentor Teacher Pay		X		X	X	X	

# Compensation Structures

Oregon, Maryland, Massachusetts, Colorado, and Kentucky do not have statewide allocation salary structures:

- Teacher pay and benefits are negotiated by each local school district with their teachers.
- In most districts, the salary scales are influenced by years of experience and education.

# Compensation Structures continued...

## Colorado:

- Market approach based on a basket of consumer goods
- Index ranges from 1.008 to 1.638
- Compensates teachers additionally for high cost of living areas (eg., Aspen)

# Compensation Structures continued...

## North Carolina:

- Teachers and other certified personnel are paid on a statewide salary structure based on years of experience and educational attainment (Bachelor's, Masters and Doctorate).
- Permanent or part-time certified personnel receive annual longevity pay after completing 10 years of state service.

# Wage Premiums

- **Maryland:** Provides a \$2,000 stipend to teachers in schools identified as challenged, reconstitution-eligible, or reconstituted.
- **Colorado (Denver):** Extra pay for hard to serve schools or hard to staff positions.
- **North Carolina:** Provides additional pay to 16 districts that have a large percentage of disadvantaged students. Some districts choose to use these funds for bonus pay for teachers.
- **Kentucky:** Pilot program based on five incentive structures. *(No longer funded by Legislature)*

# National Board Certification

## Annual Bonuses

- Kentucky, Maryland - \$2,000
- Washington - \$3,500

## Salary Increases

- North Carolina - 12% base increase, continues for life of certificate

(North Carolina supports teachers in the certification process by paying for their assessment fee and providing three days of paid leave to prepare for certification.)



# Bonus Pay Based on Student Performance

## North Carolina:

- ABC Incentive Bonuses or group-based bonus pay is awarded based on student performance on end-of-year (EOY) and end-of-grade (EOG) statewide tests.
- Teachers and certified personnel earn group-based bonus rewards if their schools attain **expected** or **high growth**.
- Growth is based on a formula that calculates expected average gains for a cohort of students in a school and compares these to actual average gains in student performance for that cohort.

# Bonus Pay Based on Student Performance continued...

## Colorado:

- Denver recently implemented professional compensation based on ten elements.
- Douglas County has implemented a base salary plus bonus incentives for last 12 years.

## Kentucky *(No longer in effect):*

- School level bonus based on meeting student achievement goals.

# Mentoring Pay

- **Maryland:** Provides Local grants to districts wanting to establish or expand mentoring programs that support new teachers.
- **Massachusetts:** Provides \$2,500 bonus to 285 individual National Board Certified teachers who mentor apprentice teachers.
- **North Carolina:** Statewide mentorship programs to provide instructional support and assistance for newly licensed teachers. Districts can choose to:
  - Hire teachers with a minimum of three years of teaching experience. Mentor teachers are compensated at a rate of \$100 per month.
  - Use equivalent funds to create a mentor program that may include the use of full-time mentors.

# Next Steps

- We will cover a total of four topics in our six-state review:
  - ✓ Teacher compensation
    - Funding based on student scores
    - Funding based on poverty rates
    - Special education funding
- We will present a full preliminary report to you on May 23, and a final report in June.